



Center for  
Creative  
Leadership®

360-Degree Assessments

# CCL Assessment Certification Workshop

## CERTIFICATION PROGRAM OUTCOMES

- + Learn about assessment research origins and the latest CCL research.
- + Discover the most effective ways to use assessment tools and understand how they fit into an organisation's leadership and development approach.
- + Learn to read, analyse and interpret feedback reports for others.
- + Learn how to assist others in development planning.
- + Improve your own feedback skills by facilitating, observing and participating in feedback exercises with fellow program participants. Increase your knowledge of best practices through discussions with the CPP Certification Program training faculty and peers.
- + Have the opportunity to complete pre-program work to enhance your learning experience. Completing the Benchmarks® for Managers™ assessment prior to attending the program allows you to explore the instrument using your own results in addition to sample data.
- + Receive comprehensive facilitator's manuals and other publications, including *FYI For Your Improvement™*, to assist you in working with individuals who are completing CCL assessments and are working on development planning.

## ALREADY CERTIFIED TO USE THE BENCHMARKS® FOR MANAGERS™ AND SKILLSCOPE® INSTRUMENTS?

Update and refresh your knowledge and skills with this 2-day program and attain certification in the additional instruments.

**Enquire about upgrading your level of certification.**

## You Know the Value of Leadership to your Organisation...

Why not be in a position to offer one of the leading 360-degree processes that is available today within your own work environment?

In this 2-day Assessment Certification Workshop (ACW), you will receive the certification required to administer all 360-degree instruments in the CCL Assessment Suite, including:

- + Benchmarks® for Managers™
- + Benchmarks® for Executives™
- + SKILLSCOPE®
- + Benchmarks® for Learning Agility™
- + Benchmarks® by Design™

You will have the opportunity to conduct practice feedback sessions in a safe, low-risk environment. and you will be able to exchange ideas and experiences with your peers in the field.

The ACW uses a mix of hands-on experiences, pre-program work and classroom presentations to ensure that you know how to structure, design and implement a state-of-the-art assessment process.

The CCL ACW is ideal for Human Resource Managers, Executive Coaches and Consultants who are looking to enhance leadership development initiatives within their organisations.

**Contact us today to find out more.**

CPP Asia Pacific Pty Ltd

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[www.cppasiapacific.com](http://www.cppasiapacific.com) : The Myers-Briggs® experts



The people development people.

## CCL Assessment Certification Workshop

### CERTIFICATION PROGRAM AGENDA

#### DAY 1

- + **Uses of 360 assessment-for-development tools**
- + **How to read and analyse CCL feedback reports**
- + **Model for facilitating feedback sessions**
- + **Review of individual feedback reports**

#### DAY 2

- + **Practice facilitating feedback**
- + **Development planning**
- + **Use of group profiles**
- + **Administration**
- + **Overview of other CCL assessment tools:**  
You will receive an overview of additional CCL instruments that you will be certified to use as a result of completing the certification workshop.

### ABOUT CCL

- + The Center for Creative Leadership (CCL®) is a top-ranked, global provider of executive education that develops better leaders through its exclusive focus on leadership education and research.
- + Founded in 1970 as a non profit organisation, CCL annually serves more than 20,000 individuals and 2,000 organisations including more than 80 of the Fortune 100 companies across the public, private, non profit and education sectors.
- + The CCL Suite of research-based 360-degree instruments help organisations create a common leadership language and consistent feedback process at multiple levels through the company.

Center for Creative Leadership, CCL®, its logo, Benchmarks® for Managers™, SKILLSCOPE®, Benchmarks® for Executives™ and Benchmarks® by Design™ are registered trademarks owned by the Center for Creative Leadership. FYI For Your Improvement™ is trademarked and owned by Lominger International and Benchmarks® for Learning Agility™ is a registered trademark owned by Morgan W. McCall Jr., Gretchen M. Spreitzer and Joan Mahoney. Myers-Briggs Type Indicator, Myers-Briggs, MBTI and the MBTI logo are trademarks or registered trademarks of the Myers & Briggs Foundation, Inc., in the United States and other countries. The CPP logo is a registered trademark of CPP, Inc.

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www.cppasiapacific.com : The Myers-Briggs® experts

“ Benchmarks® is an inexpensive and user-friendly tool for providing comprehensive feedback to people about their leadership strengths and opportunities for growth. I have seen it have a dramatic impact on individual and team performance as leaders increase both their own effectiveness and get more out of the people who work for and with them.”

Pamela Catty, Mentoring and Corporate Affairs Advisory Services

## Your Guide to Performance

CPP Asia Pacific is a leading provider of psychological instruments, product solutions and professional services; through which we enable our customers and partners to transform individual, team and organisational performance.

Operating for over 20 years, CPP Asia Pacific now has offices throughout the Asia Pacific region, including: Australia, New Zealand, Philippines, Singapore, People's Republic of China, Hong Kong, India and Thailand.

As a subsidiary of CPP, Inc., CPP Asia Pacific is proud to be the certification provider and distributor of the world renowned Myers-Briggs Type Indicator® (MBTI®) instrument, in addition to representing other leading psychological assessment and development instruments.

With our expert support and guidance, representatives of businesses of all sizes, government agencies, educators and training and development consultants in more than 100 countries administer our instruments to millions of individuals each year.

**Let's make a difference together. Talk to us to see how.**



	Benchmarks® for Managers	SKILLSCOPE®	Benchmarks® for Executives	Benchmarks® for Learning Agility	Benchmarks® by Design
Overview	130 items 25-35 minutes to complete	98 items 20-30 minutes to complete	92 items 20-30 minutes to complete	48 items 10-15 minutes to complete	Pricing based on level of customisation Time to complete depends upon the competencies chosen. Items cannot be edited
Audience	Middle-to-senior-level managers and executives with at least 3 years managerial experience	Supervisors and managers. Can be used with individual contributors	Top level executives	High potentials, individual contributors, managers or global executives	Any level of manager or executive
Assesses	Leadership behaviours critical for success and potential flaws that can derail a career	Job-related competencies essential for managerial success	Leadership behaviours needed for effective leadership at top levels of an organisation	Ability to learn and the willingness to take advantage of growth opportunities	Choose from CCL's library of over 90 competencies and derailment factors
Content	Features 16 competencies grouped into the following areas: <ul style="list-style-type: none"> <li>■ Leading the organisation</li> <li>■ Leading others</li> <li>■ Leading yourself</li> </ul> Plus 5 Derailment Factors-problems that can stall a career	Features 15 competencies grouped in the following areas: <ul style="list-style-type: none"> <li>■ Information skills</li> <li>■ Decision making</li> <li>■ Interpersonal skills</li> <li>■ Personal resources</li> <li>■ Effective use of self</li> </ul>	Features 16 competencies grouped into the following areas: <ul style="list-style-type: none"> <li>■ Leading the business</li> <li>■ Leading others</li> <li>■ Leading by personal example</li> </ul>	Features 11 competencies grouped into: <ul style="list-style-type: none"> <li>■ Learning to learn</li> <li>■ Learning to lead</li> </ul>	You choose the competencies that represent your organisation's needs
Special Features	<ul style="list-style-type: none"> <li>■ Additional normative comparison (optional) – over 70 available, including industry, function and country</li> <li>■ Potential career derailers</li> <li>■ Industry renown derailment research</li> </ul>	<ul style="list-style-type: none"> <li>■ Straightforward and easy to use</li> <li>■ Graphic feedback display</li> <li>■ Development Planning Guide</li> <li>■ Trainer's Guide included with first purchase</li> </ul>	<ul style="list-style-type: none"> <li>■ Based on research conducted with top level executives</li> <li>■ Board of Directors rater category</li> <li>■ Carefully screened exclusive norms, compares participants' results to other top executives</li> <li>■ Development Planning Guide includes For Your Improvement™ Translator</li> </ul>	<ul style="list-style-type: none"> <li>■ Based on research with successful global managers and international executives</li> <li>■ Helps establish a culture in which improved learning skills are recognised and valued</li> </ul>	The following components may be customised at set up: <ul style="list-style-type: none"> <li>■ Email communications</li> <li>■ Additional custom survey items</li> <li>■ Rater categories</li> </ul>